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Director of Central Intelligence

3 July 1951

Director of Training

A Proposal to Establish and Implement a Career Corps Program in CIA

1. Since its inception six months ago today, the Office of Training, in compliance with your verbal instructions, has given priority to planning for the establishment of a Career Corps. The formulation of a plan for so vital an Agency-wide program merits more than a six-months attack by my limited staff. However, the recent news release on the Agency Career Corps Program impels me to submit herewith the plan as now developed, with probably imperfections which a later submission might have eliminated.

2. The plan rests upon two basic assumptions:

a. Ultimately the quality of our personnel will depend upon highly selective recruitment at the junior level, but the Career Corps itself could not and should not be recruited from without the Agency, but rather should be selected from those employees who have demonstrated their ability through a period of service in the Agency.

b. A program for a Career Corps, to be successful, must be integrated with a career management program for the Agency.

As a corollary to assumption (b) there is also submitted herewith the proposed plan of Agency-wide Career Management, into which the Career Corps program must itself be integrated.

3. Career Management and many phases of the Career Corps proposal are properly the responsibility of Personnel. If this plan is approved in whole or in part, I recommend that the Director of Personnel be made responsible for implementing those portions of the plan that are properly functions of his Office. He will, of course, have the whole-hearted support of the Office of Training.

4. I cannot emphasize too strongly that a sine qua non to the successful execution of a plan of this type is the unqualified support of the Director of Central Intelligence and his Assistant Directors. Our study of the subject indicates that Personnel and Management have advanced similar proposals for career development in the past but that former Directors failed to give them implementing support.

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